

## **FISCAL NOTE**

### **HB 2621**

February 15, 2006

**SUMMARY OF BILL:** Enacts the “Pay Equity in the Workplace Act of 2006.” Prohibits employers from discriminating against an employee on the basis of sex by paying a salary or wage rate less than the amount paid to an employee of the opposite sex for comparable work with comparable skill, effort, responsibility, and similar working conditions. Authorizes the Commissioner of the Department of Labor & Workforce Development to carry out, administer and issue rules and regulations to eliminate unlawful pay practices under this Act. Requires the Commissioner to establish a program to provide for the recognition of employers that conduct voluntary job evaluation and adjust wage scales using guidelines developed by the Department. Authorizes the Commissioner to provide technical assistance to employers for wage scale evaluations.

### **ESTIMATED FISCAL IMPACT:**

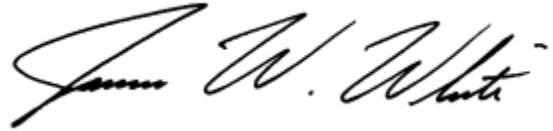
**Increase State Expenditures - \$253,500 Recurring First Full Year  
\$30,000 One-Time**

#### Assumptions:

- The Department of Labor & Workforce Development will need five more staff positions to provide technical assistance to employers who conduct voluntary job evaluations. The Department will need 3 additional Inspectors and 2 Administrative Assistant 1 positions - \$157,200, benefits \$39,300, travel (for inspectors only) \$36,000, equipment/one-time \$30,000, and \$21,000 office space.
- The Department is responsible for implementing, administering, and enforcing unlawful pay practices under this Act.
- If the Tennessee Economic Council on Women decides to conduct research as set forth in the Act, the Council may incur additional costs.
- Local government is not subject to the provisions of this Act.
- There may be some increase in cases filed in the court system, which will result in additional state and local government expenditures for processing the cases and additional state and local government revenues from fees, taxes, and costs collected. However, such estimated increases will not be significant.

**CERTIFICATION:**

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, reading "James W. White". The signature is written in a cursive style with a large initial "J" and a distinct "W".

James W. White, Executive Director